

Petaluma Valley Hospital Proposal Comparison

NUHW General Membership Meeting

6–8 p.m. Monday, March 28
Burns Hall

Next Bargaining Session

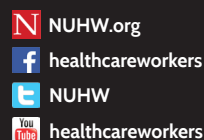
9 a.m. Friday, April 8
Burns Hall

Come find out why we don't have a contract yet and what you can do to help our committee win the contract!

We've been in bargaining since June 2015.
Here are most of the outstanding topics and the positions of both sides:

	OUR PROPOSAL	MANAGEMENT'S PROPOSAL
Wages	24% wage increase over 3 years — catches us up with Sutter–Santa Rosa.	7% wage increase over 3 years — keeps us dead last in pay among Santa Rosa hospitals.
Health Insurance	We can accept the new insurance plan if our monthly premium costs stay the same as they were before the plan changed and if some co-pays are reduced back to where they were under the old plan.	Keep the EPO/PPO plans with premiums that increase by as much as 166% (\$9 per pay period to \$24 per pay period) for employee-only coverage. The new plans come with higher co-pays for common services like physician visits.
PTO, Disability Reserve, Retiree Medical, and 401(a) Match	Rescind ALL of the cuts and guarantee that our benefits won't be cut for the life of the contract.	Keep the cuts in place.
On-Call Pay and Hours	Increase to 40% of base pay, include shift differential. Cannot be forced to take call in the eight hours before my shift. (Can still volunteer).	Status Quo — 30% of base pay. No shift differential. Can be forced to take call even if it means no true break between shifts.

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	OUR PROPOSAL	MANAGEMENT'S PROPOSAL
Training	Open up training to more qualified workers — not just the boss's choice. Workers can't be disciplined for refusing to do a task for which we aren't properly trained.	Status Quo — management can hand-pick who gets training. No guarantee you won't get in trouble if you refuse to do something for which you're not trained.
Patient Care Committee	Proper committee that forces the boss to be accountable for poor staffing levels and bad patient care practices.	No accountability for understaffing or bad patient care practices.
Call-Offs	No mandatory call-offs past one shift per pay period. No call-offs when there is a traveler doing the same work.	Status Quo — you can complain to HR if you are being called off.
Uniforms	No new uniform system — just use name badges to ID workers like we do now. Workers who currently need to wear scrubs keep wearing scrubs.	Cheap color-coded scrubs or color-coded polo shirts.
Union Reps and Stewards	Stewards get a small amount of paid time to represent our coworkers (this is common in hospitals). Clear ability to speak with workers off the clock about union business.	Treat the union like a virus to be contained — make it harder to move around the hospital and represent workers.
Scheduling	Seniority is used to resolve disputes over who gets preferred days off.	No use of seniority in building the schedule.
Hours of Work	Cannot pre-schedule a break of less than ten hours between shifts.	No protection against doubling back on pre-scheduled shifts.
Floating	No floating between hospitals; get a 6% differential for floating (same as nurses).	Can float between SRMH and PVH; no differential; no true floating order.
Overtime	Get 1.5x your shift differential during overtime. Increased protection against being pressured into working overtime.	No overtime on shift differential. No protection against being pressured to "volunteer" to work overtime.

Our bargaining committee's plan would help with recruitment and retention problems by keeping our compensation competitive and making non-economic improvements that we believe will boost employee morale and allow us to continue providing high-quality patient care.

For additional information, please contact a Bargaining Committee member or NUHW Organizers Luisa Acosta at (707) 349-6027 or lacosta@nuhw.org or Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.